

Shadowmatch® Matchme Report

Work Related Relationship

between

Mary Poppins

and

Joe Soap



[CONFIDENTIAL]

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Introduction

Work related relationships are driven by an experience of winning, fairness, tangible value and acknowledgement. Both parties in the relationship must experience all the aspects that determine the success of the relationship. Both parties must experience a sense of winning. There must be a very high level of fairness -if either of the individuals experience any form of unfair treatment, this will destroy the relationship. A work-related relationship is about tangible value that both parties must gain from the work being done. Last but not least, the relationship must carry acknowledgement for work being done properly. This is especially true when work is of outstanding quality. This report will help you to understand some aspects that will assist you in working together successfully.

Similar Habits

In the following areas of your behaviour the intensity and frequency of your habits are such that you will mostly agree on what needs to be done in a situation. It will be easy for you to find common ground in these areas and the risk of conflict is low. Successful relationships are between people who approve each other's behaviour. If their behaviour patterns are different, these differences tend to generate frustrations that could lead to conflict.

Making Things Simple to Understand and Work with

This is a habit that you must emphasise as a positive relationship compatibility. The intensity with which you approach your world in terms of making it simple to understand is very similar.

Self-Motivation and Independent Energy

The intensity and dynamics of your Self-Motivation behaviours are very similar. This indicates that your energy in terms of being self-driven is very congruent. Use it in a positive way.

Building Behaviour Patterns that Repeat

Following similar patterns of routine type behaviour is a habit you share in such a way that you are unlikely to be frustrated with each other when a specific routine needs to be followed or not followed. It will be easy for you to work together and co-determine the routine based approach you would like to follow.

Innovation: Creating and Preferring New Realities

Finding new ways to do things always holds relationship risks. The best starting point is to have the same intensity and patterns on this in a relationship. You have a positive foundation in this area of your relationship because you share very similar behaviours on innovation.

Actively Dealing with Conflict

The way we deal with conflict can in itself compromise the success of a relationship. Use your sameness on this as a positive relationship compatibility that will help you manage potential conflict towards a positive outcome.

Time Management During a Task

The time the two of you have taken to finish the Shadowmatch worksheet is pretty much the same. It indicates that you work with the same pace. This similarity should positively build your relationship.

Your Attitude Towards Your World

Your approach to the world you live in is predominantly congruent with each other. There can be differences in the intensity of your attitude given a specific situation, but in the broader sense the congruency on this will help build a positive relationship.

Revisiting what has already been done

The following can be a serious frustration in a relationship: If someone does something, then goes back to check on what he or she has done and then besides just checking, changes the decision or action. You are very similar in this regard and it is a good relationship benefit.

Different Habits

Relationships are very sensitive to behaviours between two people that are different. These frustrations are aggravated if the different behaviours repeat. The following differences can become frustrations as they have the potential to repeat in such a way that it becomes a point of disconnect between the two of you.

Ten Riddles to be Resolved

Do you remember those riddles you had to resolve? Well, this is a very factual indicator. Joe got 6 correct and Mary got 4 correct. Use it in a positive sense to build your relationship by allowing Joe to have a first go at problems of a high complexity. Don't turn this into a competition if the relationship is important to you!

If the work you are doing takes some serious and active application of the mind, Mary might become frustrated with it and Joe will enjoy it. Have a discussion on the complexities of the work you are doing and contract with each other how you will best share the work so that each one of you can focus on tasks that are meaningful and best suited to your individual strengths.

Taking Ownership of Tasks and Handing Tasks to other People

Mary has a stronger behaviour pattern towards taking ownership of a task than Joe. This can lead to a situation whereby Mary can feel that Joe doesn't take enough control of a situation. It can then lead to Mary taking over such tasks. This will be frustrating for both of you.

Joe has a higher propensity to hand tasks to others than Mary. This can become frustrating in the relationship because Mary can experience Joe to neglect things that must be done with the inevitable result of tasks then being handled by Mary instead.

If the propensity to hand a task off to someone else, or to take ownership of that task is this different between two individuals (please have a look at your graph), it can lead to frustrations. You will have to discuss this in order to grow the success of your work related relationship. Mary finds it easier than Joe to allow other people to do things or even to ask other people do to a job. Joe prefers to rather do things without asking anybody for help. It is also easier for Mary to fully hand-over a task to someone else to be

done than what it is for Joe. This can easily complicate a work relationship.

Dealing with a Changing Situation

When the two of you are faced with a changing reality or changes in the world you share with each other, frustrations can pollute your relationship. The reason is simple. Joe will adapt to the majority of changes much easier than Mary, with the inevitable result of frustrations for both of you.

It can become a challenge when some change occurs in your working environment and you, as the two people working together, have differences in the way you engage with these changes. Many working environments are constantly changing - if your working reality changes, make sure you communicate properly in terms of everything that will be influenced, and how you will react to these changes.

Active Handling of Frustrations

Joe will work with frustrations more actively than Mary. This does not mean that Joe will be less frustrated than Mary. Working with frustrations indicate actions one take towards dealing with the frustration and Joe is more active towards engaging with the majority of frustrations than Mary.

In a working environment there will always be frustrations. Don't allow your differences in terms of actively engaging with these challenges to become a new frustration.

Actively Working with Problems

Joe shows a more active engagement with problems than Mary. This doesn't necessarily say that Mary is less successful with problem solving. It indicates that Mary doesn't engage with problems as actively as Joe. This should not be a challenge for the relationship. Just allow Joe to be more prominent when there are shared problems to be resolved. It will actually help the relationship grow because Mary will most probably prefer this.

Work relationships can be very sensitive to a difference on the habit of Problem Solving. Be very careful and rather use your differences to inform your actions and roles when you have to work with problems.

Creating and Working with Structures of Discipline

Your behaviour with regards to structures of discipline and adhering to rules and regulations can become a challenge in situations where you might blame each other for either being too rigid or being too loose. Joe would want to adhere to regulations whilst Mary might prefer a less rigid environment. Be careful, this difference can lead to conflict.

You will have to discuss the intensity of discipline necessary for the work you do. It will help you to understand your differences and it will help you understand each other.

Helping Others (Altruism)

Helping each other within the relationship without expecting something back as well as helping others outside the relationship in the same way, can become a frustrating situation if you are not on the same page with this. Joe will find it easier than Mary to help, even if it is just for the sake of helping without getting anything in return. Please remember that this behaviour is deeply rooted in our personal convictions about life. Don't try to change one another on this. This can lead to numerous situations of being a potential mismatch with each other. The best advice is to have a discussion with each other in order to support each other instead of working against each other on this.

In the workplace, helping each other can be very important. Start by seeing any individual success as a

shared success - this will make it easy to help each other despite the differences between the two of you on this habit. Commit that you will help each other when necessary, even if it is not your habit to help others just for the sake of helping.

Being Efficient When Doing a Job

In any relationship where the one individual is quick and efficient in doing a job and the other is slightly slower and not as efficient in doing the same job, it can become a serious frustration for both. This is a risk in your situation as Joe has shown a higher level of efficiency in doing the Shadowmatch worksheet than Mary. Don't argue this point, it will just compromise your relationship. Take a positive approach towards working on a better match on this!

This, however, is at the core of a work-related relationship. There are many reasons why some people are less efficient than others. Rather than dwelling too much on these reasons, focus instead on working towards a solution so that these differences do not become a frustration. This is about being time efficient as well as outcomes efficient. In other words, you have to get on with the job and you have to get it right. When you discuss this, don't argue the reasons for the difference, get a solution!

Challenging Habits

In the following areas, your habits are so different that it could become a threat to the long term success of your relationship. Shadowmatch recommends that you work actively on this in order to prevent a break down in the positive experience of your relationship.

Being Resilient and Determined to Keep Going

Your relationship will be challenged when the two of you are working on the same task, or you when are together in a situation where there is a need for toughness, endurance and even when you have to work through something that seems to be impossible. One of the reasons for this is the fact that Joe has a much stronger habit of Resilience than Mary. This can lead to many frustrations and unreasonable expectations in the relationship. When you are faced with a tough situation, let Joe take control of the task. Remember, Joe must take control of the task, not take control of Mary.

Work relationships are very sensitive to behaviour differences when resilience is necessary. In your work related relationship you must be very careful to understand each other on this. Take a simple few examples. Let's say you have to work over time to get a specific job done, Joe may want to work till very late whilst Mary might be convinced that the job can be done with less over time and maybe a different approach. Another example will be a situation of working with a problem that hampers progress in the workplace. Mary might prefer to rather work around the problem whilst Joe might want to relentlessly work with the problem until it is fully solved.

Team Preferences for Work and Play

Please make sure that you understand your engagement with each other very well when it comes to your preferences in terms of being with a team versus being on your own. This is all about your preference to collaborate with a team or even a social group. Joe has a much stronger behaviour pattern towards working as part of a team than Mary. This will frustrate you if it forces your relationship to one side - either to the side of very active team engagement or to the side of less team oriented engagements. It doesn't matter whether the relationship is pulled to the side Joe (stronger team inclined) prefers or the side Mary (less team inclined) prefers, it can still cause frustrations in your relationship.

In a modern world, very few jobs are not in some way team inclined. Just take a mature position on this and allow Mary to be less team dependent and also less team centered than Joe.

Individual Preferences for Work and Play

The preference people have to function independently and individually differs in terms of the intensity. Mary has a much stronger preference to work as an individual than Joe. This has the risk that Mary might seek private space and Joe can experience this as aloofness. This difference could have a negative impact on the relationship and you should consider to discuss it in a positive way.

It is important that the two of you are comfortable with your differences on the habit of Individual Inclination. In the working environment such differences can actually be very positive.

Responsiveness: Reacting Quickly

Joe reacts quicker to a situation than Mary. Sometimes these reactions are not visible to others but Joe will be frustrated when Mary doesn't show the same pace and relatively quick reaction time when things need to be done. This can compromise your relationship. You must work towards a pace that works for both of you - Joe could be a bit more relaxed and Mary could be a bit more urgent.

When people work together they should preferably find the same pace and response time. Deal with this in a positive way in order to improve your collective success at work.

People Positive and People Preference

All relationships have a very strong people interaction component. In fact, relationships are all about people. The fact that Joe will probably be comfortable with a much wider variety of people than Mary can become a serious challenge for the success of your relationship. If we do not approve the way someone engages with people, building a successful relationship with that person can be very difficult. Shadowmatch could identify differences in your answers that constitute possible frustrations.

In a work-related relationship, a lot of complexities can occur where individuals have different habits of engaging with people. The reason for this is very simple: People spend lots of time in their working relationships. If the way they engage with each other is different, their relationship can become a challenge. Discuss your differences and use it as a positive factor to grow your relationship and understanding of each other.

Self-Confidence: Trusting Your Own Abilities

Self-confidence in a relationship can become a challenge if the two individuals in the relationship function as equals but their self-confidence is largely different. Shadowmatch sees all people as equal, this is why it must bring your attention to the difference in your respective Self-Confidence profiles. It will be easier for Joe to do new things and Mary will be more reluctant to do new things without first testing it in a safe environment. You will have to allow each other these differences or the success of your relationship will be compromised.

In the working environment, differences in self-confidence can cause many frustrations. Please keep in mind, people with lower habits of self-confidence are just more cautious and sometimes more responsible towards the unknown - they want to make sure that things will work before they will do it themselves. You have an opportunity to learn from each other on this, especially given your differences.

Being a Leader

Leadership can easily become a sensitive issue in a relationship - especially when leadership is

experienced as a boss-type behaviour. In all relationships someone has to take the lead in certain situations. You must discuss this because if your roles are not clear, it can become a problem. Joe will be more comfortable to take a leading role than Mary. If your roles however don't allow for this, you have a serious challenge.

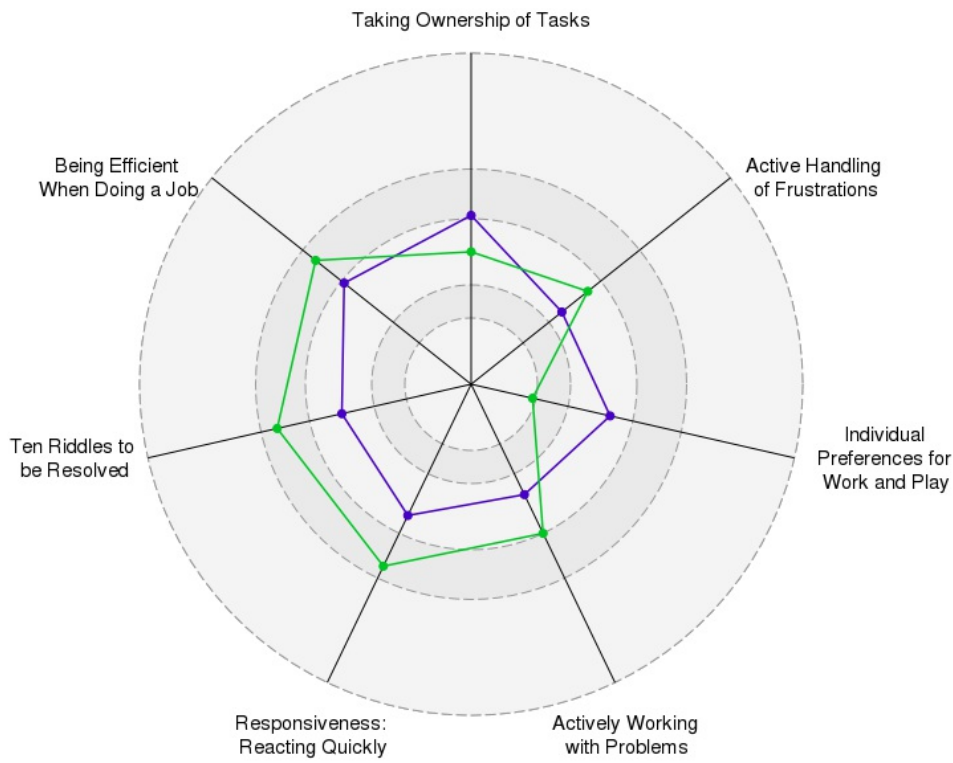
The leadership differences between people at work is an issue. Imagine the more senior person in a relationship has a less intense habit of Leadership than the more junior person - this can become a major challenge. Or, as another example, the person with the stronger leadership patterns has less problem solving habits and a decision needs to be made on how to deal with a problem. You will have to be very sensitive towards each other on this and Shadowmatch wants you to discuss this in depth. You might even consider doing the Shadowmatch Leadership Personal Development Program together with a shared mentor.

Conclusion

In conclusion, it is part of human nature to ask: 'Where do we start if we want to build our relationship towards being a more successful match. If Shadowmatch has to select one point of advice from all of the above, this is what it would be:

Discuss the following question: How do we work positively together despite the differences we have on Team and Individual Inclination? This is all about being and working with people as well as being or working alone.

Task & Object Related Habits



MatchMe Individuals:
Mary Poppins
Joe Soap

Notes:

Attitude Graph

MatchMe Individuals:

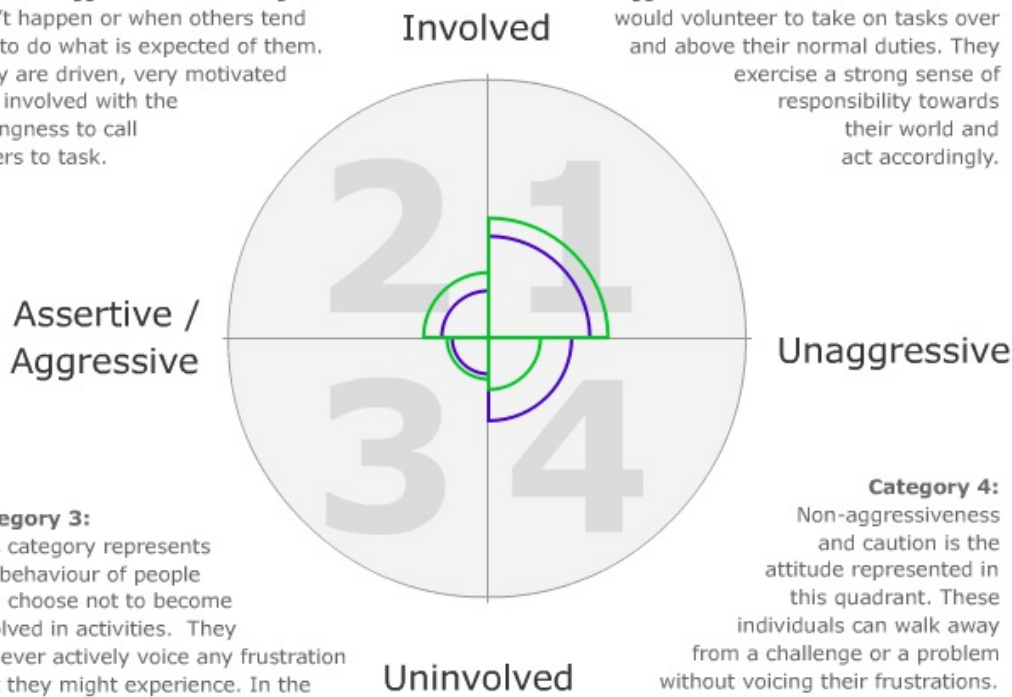
Mary Poppins
Joe Soap

Category 2:

People that are dominant in this category show positive involvement and they are willing to become firm and even aggressive when things don't happen or when others tend not to do what is expected of them. They are driven, very motivated and involved with the willingness to call others to task.

Category 1:

The behaviour of people displayed in this category is that of positive participation in a predominantly non-aggressive manner. These individuals would volunteer to take on tasks over and above their normal duties. They exercise a strong sense of responsibility towards their world and act accordingly.



Category 3:

This category represents the behaviour of people who choose not to become involved in activities. They however actively voice any frustration that they might experience. In the extreme, these individuals might voice their frustrations without any willingness to participate towards a solution.

Category 4:

Non-aggressiveness and caution is the attitude represented in this quadrant. These individuals can walk away from a challenge or a problem without voicing their frustrations. They don't easily get involved and when frustrated, they can quietly disengage from the process and activities.